

Bloodborne Pathogens



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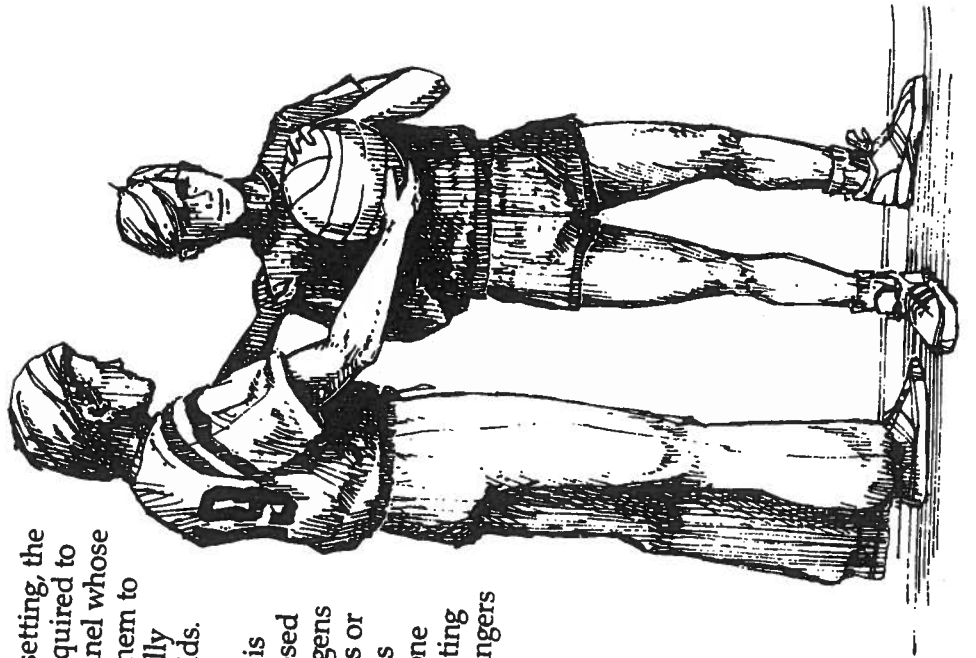
Introduction

As sure as the sun comes up every day, children end up with scraped knees, cuts and bruises. Students of all ages hurt themselves on the playground, in the classroom and on the playing field. As a professional in our educational system, you need to be aware of the potential danger of bloodborne pathogens.

The Occupational Safety and Health Administration (OSHA) has issued a standard that provides various methods to reduce your risk of exposure to bloodborne pathogens. The standard covers anyone who can reasonably anticipate contact with blood or potentially infectious body fluids on the job.

In an educational setting, the school system is required to identify the personnel whose job duties expose them to blood and potentially infectious body fluids.

Not every educator is occupationally exposed to bloodborne pathogens while performing his or her job. However, it is important for everyone in an educational setting to understand the dangers of infection and the procedures to minimize risk.



Bloodborne Diseases

Unfortunately, students are not immune to bloodborne diseases.

There are many diseases carried by blood. The most common are the hepatitis B virus (HBV), hepatitis C virus (HCV) and the human immunodeficiency virus (HIV).

HBV

Hepatitis means "inflammation of the liver." The hepatitis B virus poses a greater risk to you at school than either hepatitis C or the HIV virus, since it is more easily transmitted. Fortunately, a vaccine can prevent HBV infection. If you become infected with HBV:

- You may suffer from flu-like symptoms becoming so severe that you may require hospitalization.
- You may have no symptoms at all, being unaware that you are infected.
- Your blood, saliva and other body fluids may be infected.
- You may spread the virus to sexual partners, family members and even unborn infants.



Many people are unaware that they've been infected with HBV. HBV may severely damage your liver, leading to cirrhosis and almost certain death. However, most people infected with HBV recover and clear the infection.

HCV

The hepatitis C virus (HCV) also attacks the liver. HCV is a growing threat and there is no effective vaccine against it. If you are infected with HCV:

- You may suffer similar flu-like symptoms to those of HBV.
- You may have a mild case and show no symptoms.
- Only a blood test will be able to tell the difference between HCV and HBV.
- Most people infected with HCV show no symptoms but a majority of them will develop chronic liver disease.

HIV

The human immunodeficiency virus attacks the body's immune system. Currently there is no vaccine to prevent infection. A person infected with HIV:

- May carry the virus without developing symptoms for many years.
- May become seriously ill when the immune system loses its ability to fight infection.
- Will eventually develop AIDS.

HIV is transmitted primarily through sexual contact, but it also may be transmitted through contact with blood and some body fluids. HIV is not transmitted by touching or working around people who carry the disease.

Workplace Transmission

As different as the outcomes of bloodborne diseases may be, the way they are transmitted in the workplace is essentially the same. HBV, HCV and HIV and other pathogens may be present in blood and other materials, such as:

- Body fluids containing visible blood
- Semen and vaginal secretions
- Torn or loose skin.

Bloodborne pathogens can cause infection by entering your body in a variety of ways, including:

- Open cuts
- Licks
- Skin abrasions

- Dermatitis
- Acne

- The mucous membranes of your mouth, eyes or nose.

Accidental Injury

You can become infected by accidentally injuring yourself with a sharp object that is contaminated. Sharp objects may be:

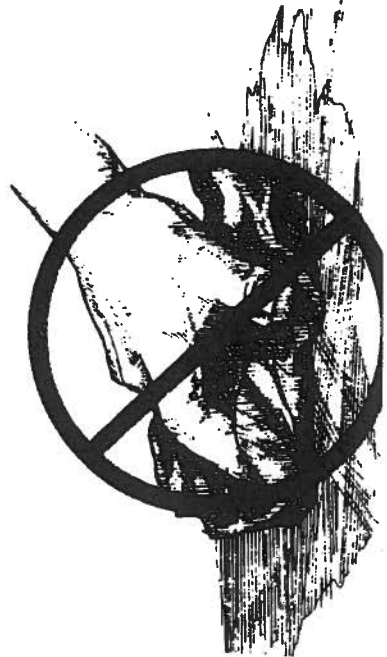
- Broken glass
- Sharp metal
- Needles
- Knives
- Exposed ends of the orthodontic wires.

Indirect Transmission

Bloodborne diseases can also be transmitted indirectly. This happens when you touch an object or surface contaminated with blood or other infectious materials and transfer the infection to you:

- Mouth
- Eyes
- Nose
- Open skin.

Contaminated surfaces are a major cause of the spread of hepatitis. HBV can survive on environmental surfaces dried and at room temperatures for at least one week.



Exposure Control Plan

OSHA's Bloodborne Pathogens Standard requires your employer to create and make available to every employee an Exposure Control Plan. The ECP will:

Identify the personnel covered by the standard
Analyze the potential hazards of each job description

Determine what measures will be taken to reduce the risk of exposure to bloodborne pathogens on the job.

Five keys to preventing infection are:

Understanding the dangers you face
Knowing how to protect yourself.

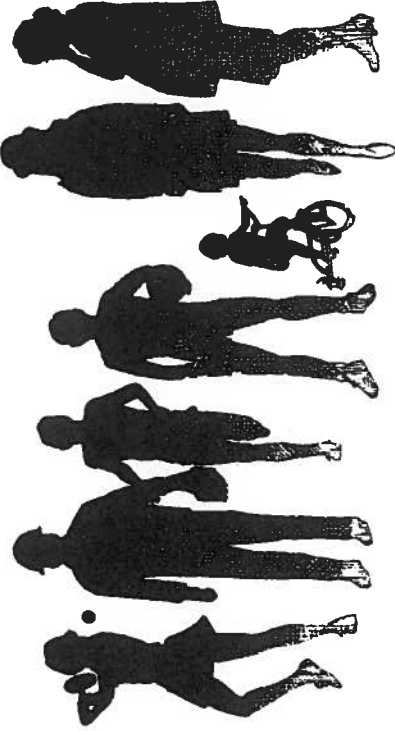


Standard Precautions

Most approaches to infection control are based on a concept called Standard Precautions. It requires that you consider every person, all blood and most body fluids to be a potential carrier of infectious disease.

There are many people who carry infectious disease having no visible symptoms and no knowledge of their condition. HIV, HCV and HBV infect people from:

- All age groups
- Every socioeconomic class
- Every state and territory
- Rural areas and inner cities.



Using Standard Precautions resolves the uncertainty of who or what is infected. You can't identify every person who may transmit infection. Yet you can't afford not to take every precaution, since it takes just one exposure to become infected.

Reducing Your Risk

Five major tactics reduce your risk of exposure to bloodborne pathogens on the job:

- Engineering controls
- Work practice controls
- Personal protective equipment
- Housekeeping
- Hepatitis B vaccine.

Alone, none of these approaches is 100 percent effective. They must be used together, like five barriers against infection.

Engineering Controls

Your school system will provide physical and mechanical systems that eliminate hazards at their source. Their effectiveness usually depends on you. Make sure you know what engineering controls are available at your school and use them.

For example, appropriate puncture-resistant leakproof containers should be used for disposing of towels soaked with blood or other potentially infected body fluids.



Work Practice Controls

Work practices are specific procedures you must follow on the job to reduce your exposure to blood or other potentially infectious materials. Your school's Exposure Control Plan will specifically identify safe procedures for dealing with student injuries.

Handwashing

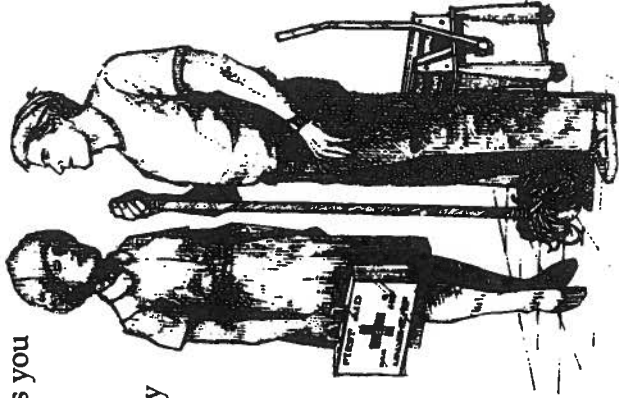
One of the most effective work practice controls is also one of the most basic — wash your hands. If infectious material gets on your hands, the sooner you wash it off, the less chance you have of becoming infected.

- Handwashing keeps you from transferring contamination from your hands to other areas of your body or other surfaces you may contact later.

- Every time you remove your gloves, you must wash your hands with non-abrasive soap and running water as soon as you possibly can.

- If skin or mucous membranes come in direct contact with blood, wash or flush the area with water as soon as possible.

- Where handwashing facilities are not available, such as a school bus, your employer will provide an antiseptic hand cleanser or antiseptic towelettes. Use these as a temporary measure only. You must still wash your hands with soap and running water as soon as you can.



Personal Hygiene

Here are some controls based on personal hygiene that you must also follow:

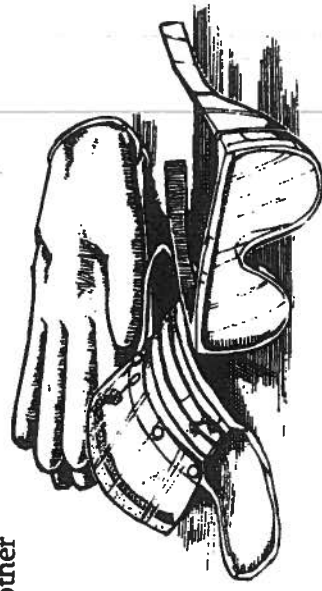
- Minimize splashing, spraying, spattering and generation of droplets when attending to an injured student or co-worker, especially where blood is involved.
- Do not eat, drink, smoke, apply cosmetics or lip balms or handle contact lenses where there is a reasonable likelihood of occupational exposure.
- Don't keep food and drink in refrigerators, freezers, shelves, cabinets or on countertops or benches where blood or other potentially infectious materials are present.



Personal Protective Equipment

The type of protective equipment appropriate for your job varies with the task and the degree of exposure you anticipate. Equipment that protects you from contact with blood or other potentially infectious materials may include:

- Gloves
- Masks
- Mouthpieces
- Resuscitation bags or other ventilation devices.



You are faced with cleaning up blood or body fluids:

- Wear appropriate PPE
- Use a recommended cleaning solution
- Disinfect mops and cleaning tools after the job is done.

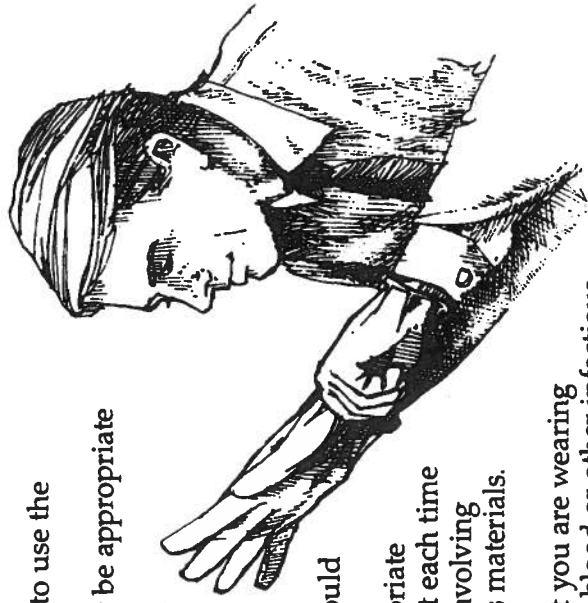
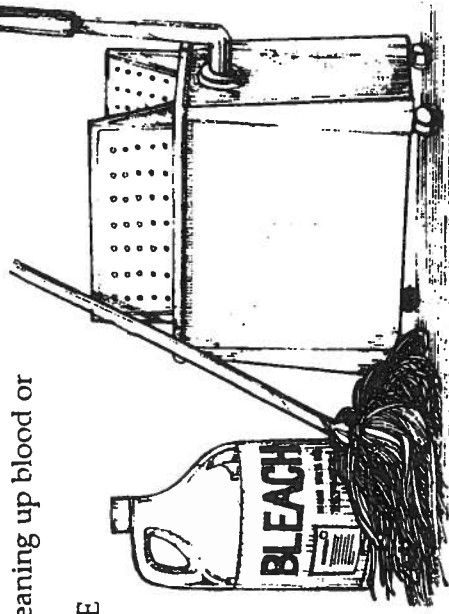
Your school system will issue personal protective equipment or make it readily accessible in your work area. In addition, your school system will maintain, replace or dispose of any protective equipment at no cost to you.

General Rules on PPE

You and your employer must work together to ensure that your protective equipment does its job.

- You must be trained to use the equipment properly.
- The equipment must be appropriate for the task.
- The equipment must fit properly, especially gloves.
- All equipment must be free of physical flaws that could compromise safety.
- You must use appropriate protective equipment each time you perform a task involving potentially infectious materials.

Protective equipment you are wearing comes penetrated by blood or other infectious materials, remove it as soon as possible and place in a designated area for decontamination or disposal.



Resuscitation Devices

The mechanical emergency respiratory devices and pocket masks are designed to isolate you from contact with a victim's saliva and body fluids.

Avoid using unprotected mouth-to-mouth resuscitation. Students or co-workers may have blood or other infectious materials in their mouth and may expel them during resuscitation.

Gloves

Gloves are the most widely used and basic form of personal protective equipment. You must wear gloves when it is reasonably anticipated that you may have hand contact with:

- Blood
- Any potentially infectious materials
- Mucous membranes or non-intact skin.

Single-use disposable gloves are used for first-aid procedures. Heavy-duty utility gloves should be used for housekeeping. If you are allergic to disposable gloves, there are hypo-allergenic gloves, glove liners, powderless gloves or other alternatives that your school system can make available.

Utility gloves may be decontaminated or reused if they are not cracked, peeling, torn or punctured. They must otherwise offer a barrier of protection.

Since gloves can be torn or punctured, cover any hand cuts with bandages before putting on gloves.

Replace single-use disposable gloves as soon as possible if they are:

- Torn
- Punctured
- Contaminated
- No longer offer an effective barrier protection.

Never wash or decontaminate this type of glove for reuse.

Glove Removal

Gloves should be removed when they become contaminated or damaged, or immediately after you have finished the task. You must follow a safe procedure for glove removal, being careful that no pathogens from the soiled gloves contact your hands.

- With both hands gloved, peel one glove off from the top to bottom and hold it in the gloved hand.
- With the exposed hand, peel the second glove from the inside, tucking the first glove inside the second.
- Dispose of the entire bundle promptly.
- Never touch the outside of the glove with bare skin.
- Every time you remove your gloves, wash your hands with soap and running water as soon as you possibly can.



Good Housekeeping

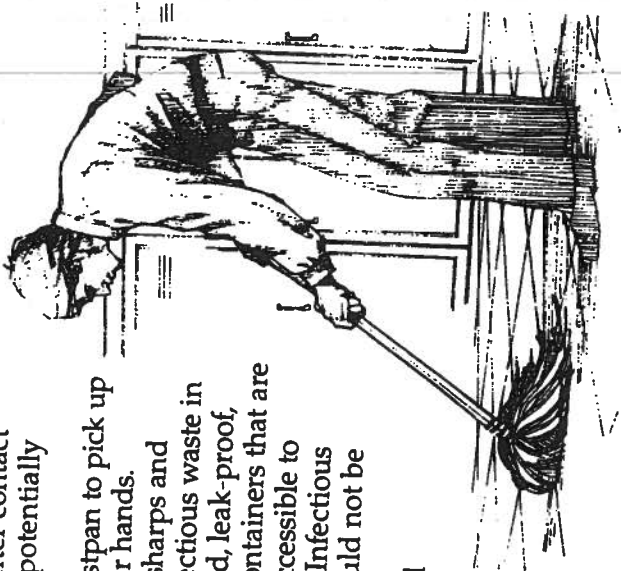
Good housekeeping protects you and the students. It should be everyone's responsibility.

Your facility's Exposure Control Plan will list specific methods and regular schedules for cleaning environmental surfaces possibly contaminated with infectious materials.

General Housekeeping Rules

Here are some general rules:

- All equipment and environmental working surfaces must be cleaned and decontaminated with an appropriate disinfectant as soon as possible after contact with blood or other potentially infectious materials.
- Use a broom and dustpan to pick up broken glass, not your hands.
- Place contaminated sharps and other potentially infectious waste in labeled or color-coded, leak-proof, puncture-resistant containers that are closable and easily accessible to those who use them. Infectious waste containers should not be allowed to overflow.
- Handle contaminated laundry as little as possible and with minimal agitation. Place soiled laundry in labeled or color-coded, leak-proof bags or containers without sorting or rinsing.
- Bins, pails, cans and similar receptacles that are reused and have a reasonable likelihood for becoming contaminated with blood or other infectious materials shall be inspected and decontaminated on a regularly scheduled basis.



Read the Label

Watch for fluorescent orange-red labels, red bags and containers with a biohazard symbol. This symbol will warn you when the contents of containers used for waste, storage or shipping contain blood or other potentially infectious materials.



HBV Vaccination

One of the best ways to protect yourself from hepatitis B infection is to roll up your sleeve for a vaccination. If you are exposed to blood or other infectious materials as part of your job, the school system will make the hepatitis B vaccination available at no cost.

Administration of the vaccine should begin within 24 hours of exposure. It will be completed by three injections over a six-month period. Today's vaccines are safe and effective.

Playing It Safe

Even when you play it safe, accidents may sometimes happen. If you are exposed, immediately report the incident to your supervisor. If you consent, your employer will provide you with:

- A confidential medical evaluation
- Blood tests
- Post-exposure preventive treatment if available
- Follow-up counseling.

Before you assume a job with occupational exposure, your school system will provide you with a free training program during working hours and annually thereafter.



Summary

Protecting yourself from bloodborne diseases on the job requires knowing the facts and taking sensible precautions. As a professional educator, backed by OSHA's Bloodborne Pathogens Standard and your school's Exposure Control Plan, you can confidently protect yourself from bloodborne infection and safely give our children their most valuable asset, an education.

Quiz

1. True False HIV is the only infectious disease carried by the blood that you should be concerned with.
2. True False Standard Precautions require you to consider blood as the only potential carrier of infectious disease.
3. True False School systems will identify who is at risk of occupational exposure.
4. True False Everyone who is infected with HBV will have symptoms.
5. True False Hepatitis B and hepatitis C can severely damage your liver, leading to cirrhosis and almost certain death.
6. True False A person infected with HIV may become seriously ill when the immune system loses its ability to fight infection.
7. True False You can only get HIV, HCV and HBV through sexual contact or by sharing needles.
8. True False HBV can survive on environmental surfaces dried and at room temperature for at least a week.
9. True False The key to avoiding infection is to stay far away from high risk groups.
10. True False Your school system will create and make available an Exposure Control Plan.
11. True False Standard Precautions require that you consider every person, all blood and most body fluids to be potentially infectious.
12. True False You can throw infectious waste into any trash container.

DETACH HERE

- 3. True False You only need to wash your hands at the end of each work day.
- 4. True False If handwashing facilities are not available, the school system will provide antiseptic towels.
- 5. True False You must use appropriate personal protective equipment each time you perform a task involving potentially infectious material.
- 6. True False A resuscitation device should be used to perform mouth-to-mouth on any victim.
- 7. True False Only hospital workers should be vaccinated against HBV.
- 8. True False Always wear gloves and use a broom and dustpan to pick up glass and sharp objects.
- 9. True False A recommended cleaning solution may be used to disinfect equipment and working surfaces.
- 10. True False Protecting yourself from bloodborne diseases on the job requires knowing the facts and taking sensible precautions.

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ACKNOWLEDGEMENT OF TRAINING

I have read and understand the training handbook, **Bloodborne Pathogens**. I have also completed and passed the comprehensive quiz at the conclusion of this handbook.

Employee's Signature _____ Date _____
 Trainer's Name _____ Date _____

NOTE: This record may be included in the employee's personnel or training file.

- Asbestos Awareness
- Bloodborne Pathogens: Fast Facts for Schools
- Bloodborne Pathogens for Bus Drivers: The Route to Safety
- Bloodborne Pathogens in Athletics
- Bloodborne Pathogens in Schools: The Human Side
- Bloodborne Pathogens Real, Real Life® For Schools
- Breaking Up Fights on the Bus
- Breast Cancer Awareness: The Real Deal
- Bullying Prevention: Taking Action
- Bus Safety: Dealing With Behavior
- Child Safety Restraint Systems
- Confined Space Entry for Schools
- CPR & AED for Schools
- Crisis Preparedness For Schools
- Dealing with Asthma, Diabetes & Epilepsy in Schools
- Dealing with Stress
- Dealing with Young Riders on the Bus
- Defensible Use of Force on the Bus
- Defensive Driving For School Bus Drivers
- Diversity
- Evacuating the School Bus
- Fire Safety for Schools: Sound the Alarm!
- First Aid For Schools: First Responder
- Food Service For Schools: Keeping It Clean
- Handling the Parent Contact
- Handwashing For Schools
- Hazard Communication For Schools: The Right to Know
- Hazard Communication For Schools: The Road to Safety
- Hazcom Real, Real-Life® for Schools
- It's About Respect: Recognizing Harassment
- Lab Safety For Schools
- Legal and Effective Interviewing
- Lice: Some Things Shouldn't Be Shared
- Lockout/Tagout For Schools
- Office Ergonomics
- Office Safety
- Playground Safety: Marking the Grade
- Playground Safety: Supervising Our Children
- Pre-K Transportation
- Pre-Trip for Your School Bus
- Recognizing Drug and Alcohol Abuse
- Respect in the Workplace
- Restroom Clean-Up: Just the Facts
- Safety Coach and the Showdown with Dirty Dillard: A Handwashing Adventure for Students
- Safety Orientation for Schools
- School Bus Brake Systems
- School Bus Drivers: Positively in Control
- School Bus Held Hostage
- School Bus Mirror Systems
- School Bus Safety Series
- School Violence: Draw the Line
- Sexual Harassment For Schools
- Sports Injuries: Play It Safe
- Student Confidentiality: The FERPA / HIPAA Facts
- Time Management
- Transporting Pre-Schoolers: Get a Head Start on Safety
- Transporting Students with Special Needs
- Winter Driving

*All products not available in all formats, ask about format availability.

HIV Policy and Practice in New Jersey Public Schools

Q. Who needs to know that a student or employee has HIV infection?

A. There is no need for anyone at school to know the HIV status of pupils or employees. What everyone does need to understand is that the blood of any student or employee could potentially be infected with a bloodborne pathogen such as HIV or Hepatitis B and that under normal conditions in regular educational programs, use of universal precautions is sufficient to protect against transmission of bloodborne diseases. Schools are required to help school staff understand and maintain this minimal risk through at least annual inservice training of staff in HIV facts and fallacies and school procedures and through ready access to the necessary protective equipment. Additional instruction of students in universal precautions and first aid procedures assists school staff in implementing this policy.

Pupils, their parents or guardians, and employees are not obligated to inform school personnel regarding their HIV status and cannot be required to do so in accordance with state regulation and statute. School staff with knowledge of the HIV status of others in the school is not at liberty to share that information with others without specific written consent.

Q. How do records related to the HIV status of students relate to other records maintained by the school?

A. While not required to do so, some parents or pupils may share HIV status information in order to obtain health care or educational support. Records and information regarding the HIV status of a pupil may be shared only with the written consent of the pupil's parent or guardian and only with those who need to know in order to determine the educational program for the pupil. Good practice calls for a consent form that specifies the individuals to be informed by name and by title. HIV status may not be required as part of a school's health screening requirements, since it is an exception to records required by the state as part of student and employee physical examinations.

The standards for maintaining confidentiality of records which identify the HIV status of an individual are established in *N.J.S.A. 26:5C*, and exceed those established for district pupil records or health records. Therefore, any such record should be maintained separately from educational or health records and be released only with written consent or under conditions allowed in the statute. Identifying records could include the written consent form, referral letters from health-care providers, child study team evaluations, or medication records. Should the identified pupil transfer to another school, the HIV identifying records should not be transferred automatically with other health records. Rather, a plan and written consent for transfer should be established with the pupil and parent.